An Inclusive Workplace: Employer Benefits

22.7% of individuals with DD in the workforce hold sales and office jobs compared to 21.9% of those with no disability. – Current Population Survey, 2017 annual averages

Employment-to-population ratio of working-age individuals with DD increased to 30.2% in 2018. – 2018 Bureau of Labor Statistics (BLS) Jobs Report

73% of expenses on sick leave and FMLA are lower for individuals with DD as they use less sick time. – Arkansas Department of Human Services Employment First

Job seekers with developmental or intellectual disabilities and their families contribute to $2.1 billion in spending. – Arkansas Department of Human Services Employment First

4.8% of individuals with DD unemployed in 2016 actively sought employment. – 2018 Cornell DisabilityStatistics.org

22.7% of expenses on sick leave and FMLA are lower for individuals with DD as they use less sick time. – Arkansas Department of Human Services Employment First

DD employees are rated average or above average in work performance. – Arkansas Department of Human Services Employment First

Architectural/Transportation Tax Deduction allows businesses to have an annual deduction up to $15,000 for: creating accessible parking; ramp installation; curb cuts; making telephones, water fountains and restrooms accessible; and widening walkways.

Disabled Access Credit provides a non-refundable credit up to $5,000 for small businesses that incur expenditures for providing access to individuals with disabilities.*

*Eligibility: earned $1 million or less; no more than 30 full time employees in previous year.

87% of Americans prefer to spend money at businesses that employ individuals with DD. – Arkansas Department of Human Services Employment First

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Job centers and vocational rehabilitation agencies can help find qualified DD job candidates.